



# ***NADP NSPS Objective for FY10***

## **What is expected?**

***Presented by:***

***NSPS Coordinator***

***Naval Acquisition Career  
Center***

***Mechanicsburg, PA***

# OBJECTIVE 1

- Attain or be working toward achievement of appropriate DAWIA certification as prescribed by your Career Field Master Development Plan. Accomplish the prescribed host command competency requirements as defined by your Individual Development Plan within defined timeframes.

## **LEVEL 3 BENCH MARK**

- WITH GUIDANCE**, Effectively Achieved Stated Objective
- WITH GUIDANCE**, organized and prioritized tasks to deliver objective; adjusting work plans and overcoming obstacles as necessary.
- Demonstrated high standards of personal and professional conduct and represented the organization or work unit effectively.

## **LEVEL 5 BENCH MARK**

- Contributed results beyond what was expected.
- Results were far superior in quality, quantity, and timeliness.
- Exhibited highest standards of professionalism.

# Critical Thinking

## **EXPECTED**

- With guidance, recognizes obvious issues or problems and collects information from routine sources for a basic understanding of straightforward or well-defined issues.
- With guidance, analyzes and integrates basic data to identify clear patterns or trends and to draw reasonable, logical conclusions.
- With guidance, solves straightforward or well-defined problems; makes timely and logical decisions in well-defined, low-risk situations affecting own work.
- With guidance modifies procedures for accomplishing assignments when it becomes clear that the original approach will not work.



**In order to achieve a 0 for this contributing factor, you must meet all of the bullets listed under “EXPECTED”. If all of the bullets are not met, the contributing factor adjustment is -1.**

# Critical Thinking

## **ENHANCED**

- ❑ Independently recognizes issues/problems and identifies patterns and trends.
- ❑ When collecting data, takes initiative to identify additional sources of information for a more comprehensive understanding.
- ❑ Makes recommendations for solving problems beyond immediate scope of responsibility.
- ❑ Recognizes when an approach may not work in accomplishing own assignments and takes initiative to suggest alternatives

**In order to achieve a +1 for this contributing factor, you must meet all of the bullets under “EXPECTED” AND all of the bullets under “ENHANCED”.**



# Requirements for a Level 3 Rating and Above

The Performance Review must clearly articulate what you have done to meet the performance indicators listed under the applicable Benchmark Rating.

## How do I obtain a Level 3?

- You must meet all of the performance indicators listed under the 'Level 3 Benchmark'

## How do I obtain a Level 4 Rating?

- You must meet all of the performance indicators listed under the 'Level 3 Benchmark' AND at least one performance indicator under the 'Level 5 Benchmark'.

## How do I obtain a Level 5 Rating?

- You must meet all of the performance indicators listed under the 'Level 3 Benchmark' AND all of the performance indicators listed under the 'Level 5 Benchmark'.